



## *City of Miami Springs, Florida*

The Miami Springs City Council held a **WORKSHOP MEETING** in the Council Chambers at City Hall on Monday, August 21, 2006, at 7:30 p.m.

### **1. Call to Order/Roll Call**

The following were present:

Mayor Billy Bain  
Councilman Bob Best  
Councilman Paul C. Dotson  
Councilman Rob Youngs

Absent:

Vice Mayor Xavier Garcia

Also Present:

City Manager James R. Borgmann  
Assistant City Manager Ronald K. Gorland  
Chief of Police H. Randall Dilling  
Finance Director William Alonso  
Human Resources Director Loretta M. Boucher  
Interim Public Services Director Robert T. Williams  
Thomas W. Nash, Parks Maintenance – Foreman/Arborist  
Thomas R. Cummings – Heavy Equipment Operator  
Allene Paz, Administrative Assistant II  
Tammy Romero, Administrative Assistant I  
Marty Frady, Recreation Specialist-Athletics  
Joel Watts, Recreation Specialist-Tennis  
Noel Acosta, Recreation Specialist-Aquatics  
Patricia A. Bradley, Administrative Assistant III  
Elderly Services Director Karen L. Rosson  
Golf Director Michael W. Aldridge  
Golf Superintendent Sandy Pell

City Clerk Magali Valls

**2. Invocation:** Councilman Best offered the invocation.

**Salute to the Flag:** The audience participated.

**3. Workshop on Proposed Fiscal Year 2006/2007 Budget (Continued from 8/8/06)**

Mayor Bain announced that Vice Mayor Garcia would not be attending the meeting due to an illness in the family.

**3. I. Supplemental Information on Previously Considered Items**

City Manager Borgmann stated that the Administration would provide explanations to several questions that Council asked at the August 8, 2006 Workshop Meeting regarding the budgets that were reviewed.

Finance Director William Alonso referred to his memorandum dated Friday, August 18, 2006, responding to some of the following questions that were asked at the first Workshop Meeting:

- City Clerk: breakdown of overtime hours totaling \$1,700
- Human Resources: comparison of pension cost increase from \$2,885 to \$4,752
- Human Resources: Explanation of Professional services totaling \$29,000
- Planning Department: Professional Services – the actual expenditures for this year are projected to be \$51,300, instead of \$19,107 due to large expenditures that were incurred in August
- Building and Zoning: the \$840 merit increase for the vacant position was an error that was eliminated
- Golf Course Administration: breakdown of \$39,545 in liability insurance
- Listing of all merit increases approved during the current year, including a separate report on payroll data.

Mr. Alonso summarized the following regarding payroll increases and payroll data:

- Of the 86 exempt and non-exempt positions listed, only 34 received merit increases representing only 40% of the entire non-uniformed police workforce
- There are 51 of 86 non-uniformed police positions (60%) that are at the top of their pay range and not eligible for merit increases.
- Only one of the exempt employees is eligible for a 5% merit increase in FY 2006-07,

only two are eligible for 4% and only one is eligible for a 1%, since they are at the top of their range.

- Of the non-exempt employees, only 33 of the 77 (43%) will be eligible for a full 5% merit increase during the next year, and two others will receive 2% before being topped out of their pay range.

Mr. Alonso provided a table listing all employees and what their merit increases were for 2005-06 and the projection for 2006-07, as well as the longevity pay.

Mr. Alonso explained the following changes that were made to the budget since the first Workshop Meeting that resulted in an increase in the fund balance of \$133,525.

- Police Pension: originally the 2006-07 contribution projection was 10.4% and the actual number is 10.8%, which is an additional \$8,400.
- The health insurance cost was originally projected at a 14% increase and Humana came in at 9.87%, which is a reduction of \$12,000.
- \$100,000 for the City parking lot was reclassified to the Road and Transportation Fund
- \$4,000 for a concrete mixer in Public Works was transferred to the Road and Transportation Fund
- Reduction of \$10,000 in Non-departmental utility costs due to an error
- Public Works – Streets Division - Repairs and Maintenance was reduced \$3,000, Contractual Services was reduced \$7,000 and Operating Supplies was reduced by \$4,668
- Recreation – Tennis Division: \$4,306 was eliminated for overtime
- The merit increase error of \$840 creates a savings of \$904 including taxes
- \$4,000 was added for laptop computers for Council

Councilman Dotson complimented Finance Director Alonso for identifying the budget reductions and **requested** a copy of the detail showing the changes.

Mayor Bain asked for further clarification of the liability insurance for the Golf Course administration totaling \$39,545.

City Manager Borgmann stated that the City is responsible for liability insurance for the entire Golf Course and Country Club building even though the City is not in control of the restaurant operation.

Mr. Alonso explained that the insurance breakdown is an allocation of charges for each department based on the bill from the Florida League of Cities totaling \$489,000. This expense

covers liability, property and auto insurance and the allocation for each department is based on the combination of salaries, number of vehicles, and the book value of the property.

To answer Councilman Dotson's question, City Manager Borgmann clarified that the City is not paying for any of Mr. Santana's insurance.

Finance Director Alonso added that the cost for insurance is \$489,000, whether or not Mr. Santana occupies the building.

Councilman Dotson explained that he still has a concern about the increase in the Planning budget for Professional Services from \$50,000 to \$75,000.

Council **requested** more detail regarding the \$75,000 for Professional Services in the Planning budget.

### **3. II. Cost of Living Increase (COLA)**

Finance Director Alonso stated that Human Resources Director conducted a study of the proposed cost of living (COLA) increases for 21 cities indicating that the average increase is 3.6%.

### **3. III. Parks and Recreation**

Finance Director Alonso stated that the current year total budget for the Recreation Department, including all divisions, is approximately \$77,000 more than last year. The Capital expenditure requests total \$160,000.

Assistant City Manager Ronald K. Gorland reviewed the changes in the management of the Parks and Recreation Department. He said that the initial focus over the previous 30-45 days was to reorganize to meet FY 2006-07 operational objectives.

Mr. Gorland said that due to the millions of dollars being considered for new or renovated recreation facilities, a new position of Acting Assistant Director is recommended for developing facility renovation and/or construction alternatives, resident surveys, activity programming, etc.

Assistant City Manager Gorland stated that the Sports Division Acting Coordinator is responsible for all parks, courts and gym activities, associated personnel and equipment. He reviewed the various sports programs, including co-sponsored special need programs, co-sponsored sports programs, in-house sports programs, tennis programs and aquatics programs.

Assistant City Manager Gorland explained that the Program Division Acting Coordinator is responsible for all activities in the annex and the field house, associated personnel, equipment and administrative requirements. Activities include various year round programs, seasonal programs and special events.

Mr. Gorland stated that the Golf Course Superintendent has extensive municipal field management experience and together with the golf course maintenance crew would maintain all fields and playing surfaces.

Councilman Dotson inquired if many residents participate in the Miami Heat Wheelchair Basketball League or Goal Ball special need programs.

Mr. Gorland explained that because most participants are non-residents they are charged a fee to use the facilities.

Mayor Bain stated that the new rate chart for recreation fees should be equitable based on what is standard throughout the county.

The Mayor **requested** a breakdown of City sponsored activities and the activity fees that are paid by outside contractors.

### **3. III. A. Administration**

Finance Director Alonso explained that the budget is \$16,000 or 1.9% less due to the \$222,858 request for improvements in the current year's budget that is not a part of the FY 2006-07 budget. He said that the remaining budget is \$202,061 or almost 34% higher, backing out \$222,858.

Mr. Alonso stated that the increase is due to increased personnel costs as well as a request for an additional position for an assistant department head. The referee/official fees are budgeted to increase by \$17,000 and the budget includes \$9,400 for portable basketball goals, soccer goals and soccer nets.

To answer Councilman Dotson's question, Recreation Specialist Marty Frady explained that referee fees increased from \$20.00 to \$34.00 for the various teams and two co-ed softball leagues were added.

Mr. Alonso added that \$15,000 is included in Other Contractual Services for termite fumigation of the Recreation Center.

Councilman Dotson inquired about the increase in overtime expenses.

City Manager Borgmann explained that the Fair Labor Standards Act mandates overtime, which

increased the overtime budget.

Assistant City Manager Gorland stated that overtime must be pre-approved unless there is an emergency situation.

Councilman Dotson had noticed the problem is City-wide, but he was happy to know that the Administration is going to be responsible for keeping a record justifying the overtime in order to have control.

Councilman Youngs said that it is distressing to increase the overtime budget and he would rather match the amount of the previous year.

Assistant City Manager Gorland explained that the special events and activities require a lot of time from the full-time staff and there is no one to fall back on except for temporary or part-time employees.

Discussion ensued regarding the increase in pension costs and the actuarial reports for the General and Police and Fire Retirement Systems.

Councilman Dotson said that it is important to note that the re-organization increases salaries by \$80,000.

Mayor Bain said that \$50,000 was included in the budget for the Assistant Director's salary and it was moved to contingency.

Councilman Dotson stated that a decision should be made to renovate the gym or build a new facility before making a commitment to put a new roof on the gym.

City Manager Borgmann explained that the roof leaks and needs repair unless there is a plan to immediately move forward to build a new facility.

### **3. III. B. Pool**

Finance Director Alonso explained that the pool budget is approximately \$8,000 less, although \$49,000 for capital expenditures is included for pool equipment, including \$5,500 for a pool vacuum, \$30,000 for a pool cover, \$1,000 to replace the lane lines, \$5,000 to paint the pool deck and \$7,500 for pool filter maintenance.

Salaries for Seasonal Employees were reduced from \$53,000 to \$40,000 and Part-time Year

Round was reduced from \$45,000 to \$40,000.

To answer Councilman Dotson's question, Recreation Specialist Noel Acosta explained that a pool cover normally lasts six years and the existing cover is approximately seven years old. He said that the covers are used to save fuel costs when the pool heater is used during the cooler months.

City Manager Borgmann stated that the pool covers are breaking apart at the seams.

Mayor Bain and Councilman Dotson said that they would meet Mr. Acosta at the pool to look at the pool cover.

Mayor Bain questioned how the swimming teams are charged for the use of the pool.

City Manager Borgmann explained that most swimming clubs are private organizations. He said that swimming clubs are charged \$5.00 per swimmer per month to utilize the pool and the coaching fee and miscellaneous expenses are paid by the parents.

Mayor Bain **requested** payment information showing how the Flying Fish and Miami-Dade Aquatics Club organizations were charged to use the pool.

City Manager Borgmann clarified that the timing system is owned by the Junior Orange Bowl Committee.

### **3. III. C. Tennis**

Finance Director Alonso stated that the Tennis budget is approximately \$71,000 higher than the current year budget or 116% due to \$41,500 for improvements and equipment plus the fact that the Tennis Coordinator's salary is being charged 100% to this department. The equipment request includes \$35,000 for tennis court resurfacing, \$750.00 for five tennis nets, \$3,800 for shade screening and \$2,000 for wind screens.

Recreational Specialist - Tennis Joel Watts explained the courts require resurfacing because there are major cracks on all five courts that reoccur every five or six years.

City Manager Borgmann stated that the courts settle because they were built over an inferior sub-base. He explained that it would not be feasible to rebuild the courts at the existing location because there is not enough space for five regulation courts with proper lighting.

Councilman Best asked about the community's interest in professional tennis lessons and if advertising would generate more interest in the sport.

Mr. Watts said that a minimal amount of people participate as part of the after school program and few take private lessons. He suggested more advertising in the Gazette or distributing flyers.

Assistant City Manager Gorland explained that advertising includes the distribution of brochures to the schools and the display of banners and signs to promote the various sports programs. He said that they have not been charging for the use of the tennis courts since they are in poor condition.

Councilman Dotson said that he would like to promote teenage activities in order to get more participation.

Assistant City Manager Gorland stated that Golf Director Mike Aldridge is working on a program to attract teenagers. He added that there are plans to provide used computers for the kids to use at the Recreation Center.

Councilman Youngs mentioned that in the past there was discussion about a skate park but there was a problem with insurance. He asked if there had been any change since a number of municipalities have skate parks.

City Manager Borgmann said that apparently there is not as much risk experience with skate parks, although the construction would involve substantial costs.

Mayor Bain asked if the condition of the tennis courts is affecting the amount of play.

Mr. Watts said that most of the players are long-time residents who are aware of the condition of the courts. He added that participation goes in cycles depending on the amount of publicity that professional players receive.

Mr. Borgmann said that tennis is a recreational activity and the poor condition of the courts only attracts a certain type of player. He felt that new clay courts at the Golf Course would attract new clientele that would pay to use the courts.

Councilman Youngs asked if there are plans to include funds for a long term recreation plan in the



budget, in which case the \$35,000 for resurfacing would be adjusted. He knows that there are differences of opinion as to how much should be budgeted this year toward advancing a capital improvement plan involving the Golf Course property.

Councilman Best stated that it would not make sense to budget funds for improvements for facilities that might be replaced or relocated in a few years.

Councilman Dotson said that residents had expressed different opinions about the location of the tennis courts. He suggested that a survey form could be provided for people to express their location preference.

To answer Councilman Dotson's question, City Manager Borgmann stated that he received an estimate of \$500,000 from a reputable developer for a new tennis facility with six courts.

Councilman Youngs asked if funds were budgeted for the maintenance of the racquetball courts and Finance Director Alonso explained that \$6,000 is included under repairs and maintenance.

Recreation Specialist Marty Frady stated that the basketball program is very popular with the kids and the program has grown so much that there is no room for practice in the gym. He felt that if the tennis courts were moved to the Golf Course that the existing space could be utilized for practice.

Recreation Specialist Noel Acosta felt that teenagers would utilize outside courts when the gym is not available, and they could also play racquetball.

### **3. III. D. Maintenance**

Finance Director Alonso stated that the field maintenance budget is approximately \$43,000 or 32.7% higher than the current year due to a request that involves \$25,000 for fence replacement, \$10,000 for a Toro Sports Field cultivator, and \$25,000 for a Toro Grounds Master.

Mayor Bain asked if the two pieces of equipment would also be used for the Golf Course.

Golf Superintendent Sandy Pell stated that the Toro Grounds Master mower would be used in dual capacity and the cultivator is specifically used for the baseball fields.

Councilman Best asked about the fencing repairs totaling \$25,000.

Mr. Frady explained that the home run fence at Dove Avenue Park and the backstop and line fencing at Prince Field need repair.

Mayor Bain asked if funds were budgeted for the purchase of new clay for the baseball fields.

Sandy Pell said that funds were available in operating supplies. She is proposing to use a different mix of clay that has more sand content and that an agricultural tiller would be rented to prepare the new clay.

Mayor Bain **requested** more information about the cultivator and the proposed schedule for its use to maintain the fields.

The Mayor suggested utilizing golf course Bermuda grass on the infield at Dove Avenue Park.

To answer Councilman Youngs' question, Sandy Pell clarified that funds for the maintenance of the Dog Park were included in the budget. She said the additional expense would be approximately \$1,200 for the chemical applications because the staff already mows and maintains the area.

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Mayor Bain asked for a 5-minute recess at 9:25 p.m.

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### **3. IV. Senior Center**

Finance Director Alonso said that there is an increase of approximately \$5,000 in the Senior Center budget due to an 11% to 12% increase in catering expenses.

To answer Councilman Dotson's question, Elderly Services Director Karen Rosson stated that approximately 52 home delivered meals are served each day. She explained that Title III C2 funding dictates who is eligible to receive meals and essentially the person must be disabled and unable to leave their home without assistance. She said that there is currently a waiting list because they are operating at the budget limit based on the Older American Act (OAA) funding.

Ms. Rosson explained that weekend meals were approved by Council action and the expense is

paid for with tax dollars. She explained that they are currently serving home delivered meals to those that are in need and those persons who have family members who help on the weekends are not offered weekend meals.

To answer Councilman Youngs' question, Mr. Alonso stated that next year's General Fund subsidy for the Senior Center is \$164,000.

City Manager Borgmann said that when there are cuts in the amount of funding from the various Titles it takes more funding from the General Fund to continue the same level of service.

Finance Director Alonso presented an analysis of costs to service Virginia Gardens' residents for the Fiscal year ending 9/30/2007. He explained that Virginia Gardens residents make up 18% of congregate meals served, 15% of home delivered meals and 22% of the people transported to the Center. The allocated cost that Virginia Gardens should be paying is \$2.50 per day, per resident and they currently pay \$0.50, which does not even cover the cost of transportation.

Mayor Bain stated that the cost paid by Virginia Gardens should be addressed annually. He suggested meeting with the Mayor to reach an agreement.

City Manager Borgmann explained that money is not the only factor and it is also a question of having the staff or bus available to pick up Virginia Gardens residents. He said that when Virginia Gardens was asked to provide transportation for their residents they would not agree.

To answer Councilman Youngs' question, Ms. Rosson said that currently five Virginia Gardens residents receive home delivered meals and the daily congregate meals served vary from 20 to 35 each day out of the total 150 to 160.

Councilman Youngs stated that \$30,086 is the portion of the deficit that is attributable to the Virginia Gardens residents that are served.

Finance Director Alonso clarified that 18.3% is the average for services used by Virginia Gardens and this percentage of the \$164,000 subsidy equals \$30,000. He explained that at \$0.50 per meal, Virginia Gardens contributes between \$4,500 and \$4,800 per year.

Councilman Youngs felt that it would be fair to ask Virginia Gardens to pay additional funds.

City Manager Borgmann explained that the dollar amount would depend on whether or not Virginia Gardens would agree to provide their own transportation.

Councilman Dotson stated that Virginia Gardens should be asked to pay the entire deficit for the

service that is provided to their residents. He would like to be more direct with the transportation request by explaining that it is impossible for the City to provide this service.

Council **directed** the Administration to meet with Virginia Gardens to request additional funds to cover the actual cost per meal and to provide their own transportation.

Councilman Best complimented Elderly Services Director Rosson for doing an excellent job.

### **3. V. Public Works**

#### **3. V. A. Administration**

Finance Director Alonso stated that the total Public Works budget of \$2,407,756 is \$47,000 less than the current year.

The Administration budget is 18% higher than the current year due to the personnel related costs, according to Mr. Alonso. The budget includes \$3,000 to cover the wiring installation in the stock room for the emergency generator and \$1,840 for computer replacement.

Councilman Dotson pointed out that there is an increase in overtime of approximately 17%. He said it seems that much of last year's overtime expenses were hurricane related and the amount should decrease this year.

Interim Public Services Director Robert Williams stated that the increase for overtime is based on the announcement from the Hurricane Center, and up to now the hurricane season has been quiet, but the season is not over yet. He explained that Public Works personnel are the first to respond to hurricanes.

Finance Director Alonso stated that a portion of the overtime expenses are related to vacant positions, which forces other employees to pick up the slack in order to maintain the level of service.

Interim Public Services Director Williams added that there were 179 emergency calls after hours for water and sewer.

City Manager Borgmann stated that overtime is paid to the administrative employee who serves as the board secretary for the Ecology Board and Board of Parks and Parkways.

Councilman Dotson reiterated his concern about the percentage of merit increases that are

budgeted for the employees. He was of the opinion that there is a flaw in the merit program because there are few employees that perform at the highest level. He said that many are good workers, some are satisfactory and some are unsatisfactory.

Interim Public Services Director Williams explained that based on employee evaluations, there were quite a few employees that did not receive the full 5% based on poor attendance or performance. He said that every employee might not be perfect but those who give 100% when they report to work deserve a 5% merit increase, while those employees that do not meet the criteria receive less.

To answer Mayor Bain's question, Mr. Williams explained that as Assistant Public Services Director he worked very closely with the employees and he made recommendations for merit increases to the Public Services Director.

Councilman Dotson referred to the Employment Cost Index for the twelve months ending June 2006. He felt that it should be used as a guide for pay increases if the City were to be similar to private industry. Councilman Dotson said that the index shows the average increase in wages and salaries for the last twelve months in the south was 2.3%. He is not saying that increases should be limited to this amount, but there are many people who do not receive more than that amount.

Councilman Dotson would like to see some change in approach as to how payroll is budgeted, which he will discuss with the City Manager. He said that 5% is generous compared to 2.3% and he would like to see a pool of money given to the department heads that is equal to 5% above the actual from the previous year. The department heads would have the responsibility of distributing the money and determine which employees deserve merit and cost of living increases.

Councilman Dotson stated that the average increase for most employees is 8.7%, which is extravagant compared to 2.3% in private business throughout the south. He said that in the northeast the average increase is 3.4% for total compensation, including benefits. Councilman Dotson said that the health insurance benefit on top of the 8.7% is very high. He is interested in a system that fairly rewards employees and recognizes the City's monetary limits by being fair to the taxpayers too.

Councilman Dotson said that the Public Works Department does not have a union because people are treated fairly. He would like to adopt a program that is fair to the employees and residents and recognizes the economic conditions. He explained his experiences in the private business sector related to merit increases.

Councilman Dotson stated that the budget reflects 5% merit increases for all departments, not including the 43 sworn police officers. He explained that if there is a 5% increase for everybody, the payroll costs when including benefits, the medical insurance and pension contributions would be over \$100,000 and that is a lot of money compounded over the years at the level it is at right now.

Interim Public Services Director Williams clarified that not all employees are eligible for a 5% merit increase because twelve of the thirteen Sanitation employees are working at the top of the pay range. He added that two of the six Sewer employees and three of the six Water employees are working at the maximum pay as well as five of thirteen in Public Properties.

Mr. Williams explained that 5% is budgeted for the eight employees who are eligible for a merit increase but it does not mean that they will automatically receive that amount.

Councilman Dotson noted that in Public Properties a vacant position is listed that shows a merit and cost of living increase, which is an error.

Councilman Dotson felt that the budget should reflect the actual merit increase for each employee based on the evaluations.

Mr. Alonso stated that out of 46 total Public Works employees in all divisions, only 20 are potentially eligible for a 5% merit increase. He explained that 60% of the total work force is working at the top of the pay range.

Councilman Dotson said that the salary figures are misleading because the cost of living increase was included last year that he does not see and there is another cost of living increase this year.

Mr. Alonso stated that Councilman Dotson requested a report of merit increases given during the year and the base salary as of 10/01/2005 includes the 3% COLA from last year. The report only shows who received a merit increase and how much.

Councilman Dotson said that he was looking for more information and perhaps his request was not clear. He would like to have the ability to analyze and evaluate how much is paid for most people, excluding department heads and open positions, including the additional compensation, which he feels is out in the stratosphere.

Councilman Dotson said that he is open to discussion or arguments to support what was

presented. He felt that people should be rewarded according to special requirements based on the reality of what the economy permits.

Finance Director Alonso stated that Mayor Bain asked for a calculation of the percentage of the cost of the 50% dependent health insurance coverage that the City pays, which is equal to approximately 2%.

City Manager Borgmann clarified that not all employees take advantage of the dependent health coverage benefit.

Mayor Bain stated that employees have the opportunity to receive an increase of 8.7% in one year, including the merit and COLA increases, while other cities limit increases to 5 or 6%. He felt that the non-exempt worker deserves every opportunity and the increases for the exempt workers could be adjusted because of the higher salaries. Mayor Bain said that Council could consider different options for limiting increases to a certain percentage for exempt workers only.

Mayor Bain said that it is important to understand that employees receive free health insurance coverage and the City pays 50% for dependent coverage, which is very impressive for a worker and every time the cost of insurance increases it is the same as a salary increase.

Councilman Best stated that he sat on labor arbitration boards for three airlines and he had never been in favor of taking away from the rank and file and he never will. The employees work hard and the numbers do not justify any further study on the subject, it is fine and he does not see the \$100,000 savings based on the Finance Director's reports.

Councilman Youngs said that the business industry had taken hits during the last few years and a 3% increase for most employees is very generous. He felt the City employees have recognized that a 3% COLA, plus the opportunity for a merit increase, gives them the opportunity to do better than people in private business. He said that the total numbers for salary increases were not too high and the funds were included in the budget, even though the residents complain and Council must defend their actions.

Councilman Youngs stated that corporations and businesses use a bonus system as an incentive for better performance instead of a merit increase system, which Council could consider, but there might not be enough time this year. He said that he wants the employees to understand that Council wants to give them as much as possible to encourage the best performance and make them feel that they are well compensated.

Councilman Youngs suggested working through the entire budget and then consider the COLA increase. He explained that the budget does not increase the fund balance and after reviewing each department Council can look at the aggregate and make adjustments later.

City Manager Borgmann stated that the civil service system was designed to protect good employees from political discretion and favoritism. He said the philosophy of a City Manager form of government is to allow the professional managers to manage the cities without making political decisions, and the Administration recognizes that at some point the cost would be too much for the residents and the City.

To answer Mayor Bain's question, Finance Director Alonso stated that \$66,000 was budgeted for merit increases for the General Employees.

Mayor Bain asked how a bonus pool system would work.

Councilman Dotson stated that he had not acknowledged that he is in favor of a bonus system. He said that after determining the operational expenses and revenue projections the surplus or profit is set aside for rewarding employees, miscellaneous expenses or a tax decrease for the residents.

Councilman Dotson said that he prepared an analysis by reviewing each employee based on what they would get under the proposed budget and arbitrarily set 5% to see what the difference would be between the 5% and 8.7%, and in one case there was a 9.67% increase. He said that he came up with more than a \$100,000 savings by going down to 5% and he could provide this analysis.

Councilman Dotson stated that he had experience in labor relations and negotiations. Miami Springs is a small city and it might not be able to compete with other jurisdictions that can afford to pay more for a Finance Director. He does not like to lose good people but Miami Springs only has a certain means at disposal and cannot compete with Coral Gables, the City of Miami or Miami-Dade County. Most people would go where the money is and Council's job is continuing to recruit and develop first-rate talent.

Councilman Dotson wants to be fair to everybody that is involved in the mix, the employees are considered first and the taxpayers are second. He has heard people complain about salaries and he is not arguing for some people who want arbitrary changes. He wants to see a change in the system that makes it fair for everyone involved.

Councilman Dotson reiterated that he could present his analysis, although others might not agree.



Mayor Bain stated that the point is that the figures have to be correct. He asked Councilman Dotson to provide his analysis so that Council can understand the proposal and make a decision to accept it or not.

Councilman Dotson explained that he used the numbers that were provided by the Administration and what is different is the approach in the system. He wanted to clarify that he is not trying to create his own numbers.

Councilman Youngs said that he would like to see Councilman Dotson's analysis.

Councilman Dotson clarified that 5% is arbitrary and he is not saying that the amount has to be 5%. He used that percentage as a method to illustrate his proposal.

City Manager Borgmann stated that the salary ranges have 5% steps and the police employees have the steps built into their contract. The issue might be the COLA and if a person still has an opportunity to achieve and receive a merit increase in a given year, then perhaps the merit is what should be available to the employee during that given year. If an employee is "maxed out" perhaps that could be where a COLA would apply and the employee would not get both.

Councilman Dotson said that the City Manager's proposal has promise and it makes sense.

Councilman Youngs stated that he is willing to consider the proposals, look at the aggregate and find a way to reward the employees. He added that a new system could reward those employees that have the most longevity and loyalty.

City Manager Borgmann added that there is an annual longevity payment based on 10, 15 and 20 years of service.

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*Councilman Dotson moved to extend the meeting until 11:15 p.m. Councilman Best seconded the motion, which carried unanimously on voice vote.*

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### **3. V. B. Streets Division**

Finance Director Alonso explained that there is no significant change in the Streets Division budget due to reclassification of staff to the public properties division. Some costs increased,

including a request for improvements totaling \$142,000 for streets and sidewalk repairs and \$7,000 for the purchase of a sweeper attachment for the bobcat.

Councilman Dotson asked the reason why \$80,000 is requested for sidewalk replacement when the actual for last year was \$66,000.

Interim Public Services Director Williams explained that he inflated the numbers across the board based upon the hurricane damage that was experienced last year and the hurricane projection for this year.

Councilman Best asked if the \$62,500 request for streetlight repairs is a result of damage or if it is for new streetlights.

Mr. Williams stated that the request is to repair damaged streetlights, not new installations.

City Manager Borgmann explained that the City has a contract with an outside electrical company to perform the work

Councilman Youngs asked if funds for street lighting along the Ludlam Road bike path were included in this budget.

Mr. Borgmann stated that the street lighting is approximately \$500 per month, which is included in the budget and the lighting project is half-way finished.

### **3. V. C. Public Properties Division**

Finance Director Alonso stated that the Public Properties Division budget is 20% higher than the current year due to employee reclassifications from the Streets Division and a request for \$27,000 in machinery and equipment. The requested equipment includes \$5,000 for a 36" SCAG hydraulic mower, \$14,000 for a riding mower and \$8,000 for a 72" PTO Bush Hog.

Councilman Dotson asked what would be the expected cost savings by purchasing the new equipment.

Operations Supervisor Tom Nash explained that the Public Works Department acquired the responsibility of maintaining the property surrounding the Golf Course and the Driving Range from Curtiss Parkway to the 600 block of Hunting Lodge Drive. He said that it takes at least two

days to mow the property with the existing mowers. The Bush Hog attachment would hook on to one of the tractors that could mow the area in ½ day.

Mr. Nash said that Ludlam Drive requires two mowers, it takes an entire day to mow and the new equipment would cut the time to ½ day.

City Manager Borgmann stated that the majority of the expenses in running the City are related to personnel and new equipment or technology allows them to do their jobs more efficiently or possibly reduce staff when a position becomes vacant.

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*Councilman Dotson moved to extend the meeting until 11:30 p.m. Councilman Best seconded the motion, which carried 3-0 on voice vote (Councilman Youngs was absent at time of voting)*

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Mayor Bain said that he understands the need for the Bush Hog attachment but he questions the need for two new riding mowers for the Recreation Department and Public Properties Division.

Mr. Nash clarified that the mower requested by the Recreation Department is to be utilized for the turf grass for the fields.

Mayor Bain suggested that there might be a mower that has two attachments for different types of grass.

City Manager Borgmann offered to look into the Mayor's suggestion.

Mr. Williams explained that it would be difficult to split the use of the mower during the growing season because sometimes it is used five-days a week.

To answer Councilman Best's question, Mr. Williams said that repairs to the 1996 riding mower total \$18,000 to date.

Councilman Best inquired about the status of the maintenance to the entrance walls with the City seals.

Mr. Williams offered to report back on the renovations to the City seals.

### 3. V. D. Building Maintenance Division

Finance Director Alonso stated that the Building Maintenance Budget is 39% lower than FY 2005-2006 due to the \$270,000 that was budgeted last year for the City Hall air conditioning. The budget includes \$40,000 for the interior and exterior painting of City Hall and \$15,000 for the purchase of a trailerable fuel tank.

To answer Councilman Dotson's question, Mr. Williams said that an additional position is requested for Building Maintenance.

Councilman Dotson **requested** an explanation of the \$28,500 for repairs and maintenance and the Interim Public Services Director said that he would come back with an explanation.

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*Councilman Best moved to extend the meeting until 11:45 p.m. Councilman Dotson seconded the motion, which carried unanimously on voice vote.*

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Council reviewed the priority list of capital expenditures totaling \$228,000 for the Public Works Department including the following:

1. \$117,000 for one Sanitation crane
2. \$15,000 for fuel tank on a trailer for Building Maintenance
3. \$15,000 for a tow behind Vac-con in Water and Sewer
4. \$22,000 for leak detection equipment in Water and Sewer
5. \$25,000 for an F-250 pick up truck in Water and Sewer
6. \$14,000 for a riding mower for Public Properties
7. \$7,000 for a sweeper attachment for Streets Division
8. \$5,000 for a 36" SCAG mower in Public Properties
9. \$8,000 for a 72" PTO Bush Hog

Mayor Bain asked if the sweeper attachment or 36" SCAG mower could be paid for out of the funds that are allocated for streets or transportation.

City Manager Borgmann said that he would check to see if the expense for the SCAG mower is eligible for funding from the Local Option Gas Tax funds.

Mayor Bain asked for comments about the request for the trash crane for the Sanitation Division.

Councilman Dotson questioned whether or not the existing trash crane could continue to operate with the necessary parts or preventive maintenance.

Mr. Williams stated that there are two trash cranes that run four days a week. He is requesting replacement of a five-year old trash crane that has experienced \$70,767 in repairs.

To answer Councilman Dotson's question, City Manager Borgmann explained that the life of the trash crane would depend on whether or not clean-up is required after a hurricane. He said that the existing equipment was used overtime last year to clean up after the storms.

Mr. Williams emphasized the importance of having a spare crane in case one breaks down. He said that it is a specialized piece of equipment that can only be repaired by Peterson Industries in Lake Wales.

Councilman Youngs said that delaying the purchase another year could result in more maintenance costs and the real risk is that it could break down after another storm. He explained that \$117,000 is a lot to spend, but it is the highest priority for equipment.

City Manager Borgmann stated that he would look into the possibility of utilizing Local Option Gas Tax Funds for certain equipment requests.

Councilman Dotson said that the \$15,000 expense for the fuel tank on a trailer might not be justified because of the abbreviated amount of time that it would be used, if any. He would be more inclined to wait to see how the generators operate. He assumed that they would be fueled at all times.

City Manager Borgmann stated that in an emergency situation a fuel truck might not be available.

The Mayor asked if the generators could be taken to Public Works for fueling.

Finance Director Alonso stated that in case of an emergency the generators would not be shut down and relocated for fueling.

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*Councilman Youngs moved to extend the meeting until 12:00 midnight. Councilman Best*

*seconded the motion, which carried unanimously on voice vote.*

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Councilman Dotson complimented Interim Public Services Director Williams for an exceptional job.

### **3. VI. Road and Transportation**

Finance Director Alonso stated that the Road and Transportation Fund is used to account for all revenues and expenditures for the Local Option Gas Tax (LOGT) and Citizens Independent Transportation Tax (CITT) funds.

Mr. Alonso explained that \$100,000 is budgeted for the parking lot at the Circle and \$4,000 for the concrete mixer. The remaining items are related to the expensing of the CITT funds on an 80/20 basis for transportation and mass transit and the third part is the LOGT. The total budget is \$965,603.

To answer Councilman Youngs' question, Mr. Alonso clarified that \$300,000 is allocated for streetlight repairs under CITT Improvements O/T Building. The \$200,000 for Improvements O/T Building under LOGT includes \$100,000 for the parking lot and \$100,000 for sidewalk improvements. Under Mass Transit, \$180,000 is budgeted for the trolley system.

City Manager Borgmann stated that a meeting was held with Medley and Virginia Gardens to discuss the trolley system and unfortunately Virginia Gardens did not have a representative present. He said that Miami Springs would be responsible for 80% of the total cost and Medley would give 20% of their transit funds, with a stipulation that the trolley provides service to their town one day during the week. Medley's total amount allocated for transit is \$7,500 and Virginia Gardens' is \$15,600.

City Manager Borgmann explained that Miami Springs receives \$456,000 per year and the 20% transit portion is \$91,250. He said that funds were accrued over the past three years totaling approximately \$200,000 for the transit system. If the system is not implemented, the dollars would go back to the County to be used for transit in another area.

Councilman Dotson said that the operating costs should be calculated and a portion of the funds could be used to finance a bus.

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**An additional Budget Workshop meeting was scheduled for Wednesday, August 30, 2006 at 7:30 p.m.**

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**3. VII. Water & Sewer**

Tabled for next workshop meeting.

**3. VIII. Sanitation**

Tabled for next workshop meeting.

**3. IX. Stormwater**

Tabled for next workshop meeting.

**3. X. Debt Service**

Tabled for next workshop meeting.

**4. Adjourn**

There being no further business to be discussed the meeting was adjourned at 12:00 midnight.

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Billy Bain  
Mayor

**ATTEST:**

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Magalí Valls, CMC  
City Clerk

Approved as amended during meeting of: 9/11/2006  
Page 5, third paragraph from the bottom  
Page 15, fifth paragraph

Transcription assistance provided by S. Hitaffer

Words ~~stricken through~~ have been deleted. Underscored words represent changes. All other words remain unchanged.